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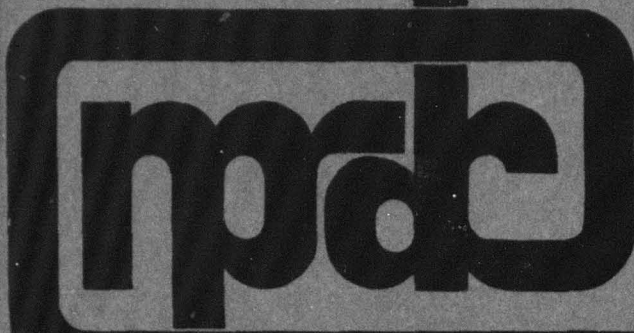
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NPRDC TR 80-1

NOVEMBER 1979

ARMED SERVICES VOCATIONAL APTITUDE BATTERY,
FORMS 6 AND 7: VALIDATION AGAINST SCHOOL
PERFORMANCE IN NAVY ENLISTED SCHOOLS
(JULY 1976-FEBRUARY 1978)

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(JULY 1976-FEBRUARY 1978).

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) → This predictive validation study was conducted to evaluate the effectiveness of the Armed Services Vocational Aptitude Battery (ASVAB), Forms 6 and 7, used since January 1976 for acceptance of applicants into the Armed Services and for initial assignment to school after completion of recruit training. ASVAB subtest and current selector composite validities against a final school grade or days-in-training criterion were determined for each school sample. Validation of many other two-, three-, and		

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four-test sets of ASVAB subtests were also determined in an attempt to discover more valid composites than those operationally used. Recommendations were made for changing selector composites in 10 schools to lower academic attrition.

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FOREWORD

This study was conducted in support of a Naval Military Personnel Command (NMPC) requirement to validate the Armed Forces Vocational Aptitude Battery (ASVAB), Forms 6 and 7, for the assignment of Navy enlisted personnel to school training. It is the third in a series of reports related to the validation of ASVAB. The first (NPRDC Spec. Rep. 78-4) ^{N 7} concerned the use of ASVAB for predicting attrition from the Basic Electricity and Electronics Schools. The second (NPRDC Tech. Rep. 78-24) reported two separate ASVAB validation studies--one concurrent and one predictive. The concurrent method is used when subjects have already been selected for and have begun school training. The predictive method uses ASVAB test scores obtained by personnel prior to selection.

The validation study reported here is predictive, in that the ASVAB was administered at the time of enlistment and was used for school assignment decisions. It includes a larger number of schools and, generally, larger sample sizes than did the preceding report.

The efforts of Mr. James Stapleton and Ms. Tamara Clothier, who assisted in organizing the data collection, verifying the obtained data, and running the appropriate computer programs, are gratefully acknowledged.

The study results have been transmitted to cognizant officers at NMPC by informal report. The proposed changes in selector composites to lower academic attrition have been or will be implemented.

DONALD F. PARKER
Commanding Officer

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SUMMARY

Problem

The Armed Services Vocational Aptitude Battery (ASVAB), Forms 6 and 7, has been used for determining entry requirements and for selecting enlisted Navy personnel for Navy schools since January 1976. This battery has been validated for only a portion of the schools for which it is used. Continued validation is necessary for other schools and on larger samples.

Objectives

The purposes of this effort were (1) to validate operational composites (various sums of selector test scores) from ASVAB 6 and 7 for a wide variety of Navy entry schools and (2) to identify and evaluate alternate ASVAB composites for specific schools.

Approach

The sample consisted of 32,354 enlistees who were assigned to 101 Navy enlisted schools (75 Class "A" entry level schools and 22 Basic Electrical and Electronics (BE/E) preparatory schools) between July 1976 and February 1978. ASVAB Form 6 or 7 was administered to these enlistees at the time of enlistment.

Zero order and multiple correlational analyses were conducted to predict school performance from ASVAB subtest scores and selector composite scores used by the Navy, Air Force, and Army. In addition, various two-, three-, and four-test sets of alternate ASVAB composites were validated in an attempt to discover more valid composites than those in current use. Validities were corrected for restriction of range.

Criterion measures used were final school grades (FSG), where they were available, and time in training (DAYS) for schools using self-paced instruction.

Expectancy tables were constructed for 40 courses that had sufficient numbers of academic drops to permit analysis.

Results

For schools having an FSG criterion, the median uncorrected and corrected (for restriction in range) validities of the ASVAB selector composite were .43 and .73 respectively. For schools having a DAYS criterion, the corresponding validities were -.21 and -.36. All composites were fairly effective in predicting the FSG criterion. For the DAYS criterion, however, the Electronics composite was clearly the most valid ($r_u = -.38$, $r_c = -.68$). For most schools, several or many alternate composites yielded similar validities to the current selector composites.

Ten school samples were identified in which changes in selector composites seem warranted.

Conclusions

1. FSG is a more predictable criterion than is DAYS.
2. ASVAB selector composite validities against an FSG criterion are very similar to those previously reported, and are in the range of acceptable validity.

3. ASVAB selector composite validities against DAYS criterion are higher than those previously reported. For many schools, however, they are much lower than desired.

4. The Electronics composite is the most valid composite in schools using a DAYS criterion.

5. The large number of 2, 3, and 4-test sets of ASVAB composites that yield similar validities suggests a lack of differential validity among the ASVAB tests.

Recommendations

1. The proposed composites presented in Table 5 should be implemented to reduce academic attrition in Navy enlisted training schools.

2. Special studies should be conducted (to investigate alternate criteria) for those schools with a DAYS criterion.

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INTRODUCTION

Problem and Background

In January 1976, the Armed Services Vocational Aptitude Battery (ASVAB), Forms 6 and 7, replaced the Navy Basic Test Battery for determining entry requirements for selecting enlisted Navy personnel for Navy schools. To ensure that effective standards for school selection are maintained, this Center is conducting a continuing study of the validity of ASVAB. The first research effort conducted under that study concerned the use of ASVAB for predicting attrition from the Basic Electricity and Electronics (BE/E) Schools; and the second, the validation of ASVAB selector composites for a wide variety of Navy Class "A" Schools.^{1,2}

Purpose

This research effort is an extension of the earlier effort concerned with validating ASVAB selector composites. It covers many more schools and includes, in most cases, larger sample sizes. The purposes of this effort were: (1) to validate operational composites in ASVAB, Forms 6 and 7, against school performances in 101 Navy enlisted schools (Navy Class "A" or BE/E Schools), and (2) to identify and evaluate alternate ASVAB composites for specific schools.

¹Dann, J. E. Selector Composite Developed from the Armed Services Vocational Aptitude Battery (ASVAB): A Tool for Predicting Attrition from the Basic Electricity and Electronics School (NPRDC Spec. Rep. 78-4). San Diego: Navy Personnel Research and Development Center, February 1978.

²Swanson, L. Armed Services Vocational Aptitude Battery, Forms 6 and 7: Validation Against School Performance--Interim Report (NPRDC Tech. Rep. 78-24). San Diego: Navy Personnel Research and Development Center, June 1978. (AD-A056 700)

METHOD

Sample

The sample consisted of 32,354 students who were assigned to 101 Navy enlisted schools (79 Class "A" entry level schools and 22 Basic Electricity and Electronics (BE/E) preparatory schools), between July 1976 and February 1978. These students had been administered the Armed Services Vocational Aptitude Battery (ASVAB), Form 6 or 7, at the time they enlisted at Armed Forces Entrance and Examining Stations, mobile examining test sites, or a Naval Training Center, and data obtained were used for entry and school assignment decisions. In most schools, students completed their school training during the July 1976 to October 1977 time period. For a few schools, however, the completion dates extended into early 1978.

Variables

Criteria

Final school grades (FSG) were used as a criterion of school performance for those schools assigning such a grade ($N = 51$). The remaining schools ($N = 50$) use a self-paced mode of instruction in which a student must demonstrate mastery of each course module before proceeding to the next. For such courses, the time required to complete the course (DAYS) was used as criterion of school performance.

Predictors

The primary predictor variables were the scores obtained on the 12 composite subtests of the ASVAB. (The 13th ASVAB subtest, the Classification Inventory (CI), which contains four noncognitive scales, was not included since scores were not available.) The predictors also included scores obtained for 69 composites, usually by summing scores on two or more ASVAB subtests. For example, the scores for the Armed Forces Qualification Test (AFQT), which is used by all the services to determine enlistment eligibility, is obtained by summing raw scores on the ASVAB Word Knowledge, Arithmetic Reasoning, and Space Perception subtests and converting that score to a percentile score. Twenty-one other composites currently are used by at least one of the services for assigning personnel to entry level schools following recruit training. The remaining 47 composites are experimental, and were selected on a rational basis after examining validity data from previous analyses of service classification tests. The variables are listed in Table 1.

Data Analyses

1. Product-moment correlations between predictors (individual tests, existing composites, and experimental composites) and the criterion were computed for each course. The validities of each predictor were corrected for restriction in range.³ Finally, the validities of experimental composites were compared with existing composite validities. For these analyses, population data--for both graduate and drop students--were based on school input and academic drop information by school contained in a 1977 report published

³Since recruits are not selected for "A" School unless they have at least average ASVAB scores, test validities obtained for school samples are lower than those that would be obtained for a sample with a broader range of ability. The obtained validities, however, can be adjusted or "corrected" to reflect the validities that would be obtained for a sample covering a wide range of ability, and will permit a fairer comparison of test validities for schools with different required scores on classification tests.

by the Training Analysis Evaluation Group.* Since this report did not provide complete student data for a number of schools, however, the usefulness of the validity analyses is reduced.

2. Multiple correlations (R_s) were computed for uncorrected correlations for 5 and 12 ASVAB tests for each course, using an accretion method in which a multiple correlation was computed after the addition of each test.

3. Expectancy tables were constructed for 40 courses that had a sufficient number of academic drops for analysis. The population values used for these tables were based on a 20 percent sample of recruits entering the Navy from April 1977 to March 1978.

The schools included in the study, along with the number of students included in the correlational and expectancy analyses, are presented in Table 2.

*See Middleton, M. G., Rankin, W. C., Green, E. W., & Papetti, C. J. Academic Attrition from Navy Technical Training Class "A" School Courses (TAEG Rep. No. 47). Pensacola, FL: Training Analysis Evaluation Group, July 1977.

Table 1
Predictor Variables from ASVAB 6/7

Predictor Variable	Abbreviation	Description
ASVAB Form 6 Cognitive Subtest Scores ^a		
General Information	GI	A 15-item general knowledge test, primarily on sports, outdoor activities, automobile mechanics, and history. Testing time is 7 minutes.
Numerical Operations	NO	A 50-item speeded mathematical test, requiring elementary addition, subtraction, multiplication, and division--3 minutes.
Attention to Detail	AD	A 30-item speeded test in which the examinee counts the number of Cs embedded in lines of 0s--5 minutes.
Word Knowledge	WK	A 30-item vocabulary test--10 minutes.
Arithmetic Reasoning	AR	A 20-item arithmetic test requiring examinees to solve word problems--20 minutes.
Space Perception	SP	A 20-item pictorial test. Requires examinee to select the three-dimensional figure that could be made from a flat pattern--12 minutes.
Mathematics Knowledge	MK	A 20-item test requiring knowledge of algebra, geometry, fractions, decimals, and exponents--20 minutes.
Electronics Information	EI	A 30-item test requiring knowledge of electrical and electronic components, principles, and symbols--15 minutes.
Mechanical Comprehension	MC	A 20-item test about drawings illustrating mechanical principles--15 minutes.
General Science	GS	A 20-item test measuring knowledge in the physical (N = 10) and biological (N = 10) sciences--8 minutes.
Shop Information	SI	A 20-item test on examinee's knowledge about the use of shop tools and practices--8 minutes.
Automotive Information	AI	A 20-item test on automobile parts, operations, or malfunctions--10 minutes.

^aReported as Navy Standard Scores (NSS) having a mean of about 50 and a standard deviation of 10 for an unrestricted recruit population.

Table 1 (Continued)

Predictor Variable	Abbreviation	Description
ASVAB 6/7 Selector Composites Used by Military Services		
<u>All Services</u>		
WK+AR+SP	AFQT	Armed Forces Qualification Test.
WK+AR	GT	General Technical Composite.
<u>Navy</u>		
WK+MC+SI	MC	Mechanical Composite.
AR+MK+GS+EI	EL	Electronics Composite.
WK+AD+NO	CL	Clerical Composite. Used as Administrative Composite by Air Force.
AR+MC		Selector for Torpedomen's Mate School.
WK+MC		Selector for Aviation Structural Mechanic School.
WK+MC+MK+EI+GS		Selector for Ocean Systems Technician School.
AR+SI		Selector for Quartermaster School.
WK+AR+NO+AD		Selector for Communications Technician (Interpreter) School.
AR+2MK+GS		Selector for Basic Electricity and Electronics School.
<u>Air Force</u>		
MC+SI+AI	M	Mechanical Composite.
AR+SP+EI	E	Electronics Composite.
<u>Army</u>		
AR+MC+AI+GS	GM	Similar to General Maintenance Composite, except that the Army uses only the 10 biological items in the GS test.
AR+EI+MC+SI ^b	EL	Electronics Composite, excluding the Classification Inventory (CI) Electronics scale.
AD+WK+AR	CL	Clerical Composite, excluding the CI Administration scale.
MK+EI+SI+AI ^b	MM	Mechanical Maintenance Composite, excluding the CI Mechanical scale.
WK+AR+SP+MC	SC	Surveillance and Communications Composite.
AD+AR+SP+SI ^b	CO	Combat Composite, excluding the CI Administration scale.
GI+AR+MK+EI ^b	FA	Field Artillery Composite, excluding the CI Administration scale.
GI+AI ^b	OF	Operators and Food Composite, excluding the CI Administration scale.
AR+MK+GS	ST	Similar to Skilled Technician Composite, except that the Army uses only the 10 biological items in the GS test.

^bThese composites use a scale from the Classification Inventory (CI), which is actually subtest 13 of the ASVAB. Since CI scores were not available, however, they were not included in the analysis of these composites.

Table 1 (Continued)

Alternate ASVAB Composites		
NO+AD	MK+AI	MK+EI+MC
NO+WK	SI+AI	MK+EI+GS
NO+AR	NO+AD+AR	MK+MC+SI
NO+SP	NO+AD+SP	MK+MC+AI
NO+MK	NO+AD+MK	EI+SI+AI
AD+WK	WK+AR+MC	GI+EI+SI+AI
AD+AR	WK+AR+GS	Σ 12 Tests
AD+SP	WK+AR+SI	
AD+MK	WK+SP+MK	
WK+SP	WK+GI+GS	
WK+MK	WK+MK+GS	
AR+SP	AR+SP+MC	
AR+MK	AR+SP+GS	
AR+AI	AR+EI+MC	
SP+MK	AR+EI+GS	
SP+EI	AR+MC+SI	
SP+MC	AR+MC+AI	
MK+EI	AR+GS+AI	
MK+MC	SP+MK+EI	
MK+GS	SP+MK+MC	

Table 2
Schools/Courses Included in ASVAB Predictive Analyses

School/ Course Rating	Rating Code	Course Code	Location	N included in Correlational Analyses			N included in Expectancy Analyses		
				Grad	Acad. Drop	Total	Grad	Acad. Drop	Total
Courses with a Final School Grade Criterion									
Quartermaster	QM	6001	Orlando	218	46	264	313	64	377
	QM	6002	San Diego	---	---	---	63	8	71
Signalman	SM	6003	Orlando	265	4	269	---	---	---
	SM	6006	San Diego	49	11	60	86	24	110
Gunner's Mate (Technician)	GMT	6025	San Diego	68	14	82	82	22	104
Fire Control Technician (Sur- face Missile Fire Control)	FTM	6027	Great Lakes	286	0	286	---	---	---
Opticalman	OM	6047	Great Lakes	16	6	22	21	7	28
Machinery Repairman	MR	6068	San Diego	180	0	180	---	---	---
Electrician's Mate	EM	6070	Great Lakes	656	0	656	---	---	---
Interior Communica- tions Electrician	IC	6073	San Diego	392	0	392	---	---	---
Hospitalman	HM	6084	Great Lakes	1104	79	1183	1058	91	1149
	HM	6085	San Diego	997	52	1049	963	59	1022
Ocean Systems Technician	OT	6103	Key West	---	---	---	43	10	53
Fire Control Technician (Sur- face Missile Fire Control)	FTM	6108	Great Lakes	82	0	82	---	---	---
Gunner's Mate (Missiles)	GMM	6115	Great Lakes	295	0	295	---	---	---
Mess Management Specialist	MS	6125	San Diego	698	0	698	---	---	---
Electronics Technician (Radar)	ETR	6135	Great Lakes	281	0	281	---	---	---
Electronics Technician (Communications)	ETN	6137	Great Lakes	368	5	373	---	---	---
Operations Specialist	OS	6142	Great Lakes	967	1	968	1180	109	1289
Polaris Electronics	PE	6146	Dam Neck	583	2	585	---	---	---
Data Processing Technician	DP	6167	San Diego	121	0	121	---	---	---
Aviation Support Equipment Tech- nician (Hydraulics and Structures)	ASH	6182	Memphis	87	0	87	---	---	---
Aviation Support Equipment Tech- nician (Mechanical)	ASM	6183	Memphis	62	0	62	---	---	---
AFTA for Aviation Electronics Technician	AT	6244	Memphis	154	17	171	136	16	152
AFTA for Aviation Fire Control Technician	AQ	6245	Memphis	27	2	29	---	---	---
AFTA for Aviation Antisubmarine War- fare Technician	AX	6246	Memphis	40	4	44	---	---	---
Electronics Technician (Communications)	ETN	6263	Great Lakes	913	63	976	1045	77	1122
Communications Technician (Maintenance Branch)	CTM	6264	Great Lakes	128	16	144	156	17	173
Electronics Tech- nician (Radar)	ETR	6265	Great Lakes	903	62	965	1017	64	1081
Electronics Techni- cian (Communica- tions)	ETN	6266	Great Lakes	437	16	453	---	---	---
Communications Technician (Maintenance Branch)	CTM	6267	Great Lakes	90	5	95	116	7	123
Electronics Techni- cian (Radar)	ETR	6268	Great Lakes	392	10	402	---	---	---
Air Controlman	AC	6278	Memphis	215	65	280	231	69	300

^aNot included in the correlational analyses because criterion data were not available for sufficient numbers of students.

Table 2 (Continued)

School/ Course Rating	Rating Code	Course Code	Location	N included in Correlational Analyses			N included in Expectancy Analyses		
				Grad	Acad. Drop	Total	Grad	Acad. Drop	Total
Courses with a Final School Grade Criterion (Continued)									
Ocean Systems Technician	OT	6341	Norfolk	125	26	151	125	47	172
A2 for Fire Control Technician (Gun Fire Control)	FTG	6376	Great Lakes	92	0	92	---	--	---
A1 for Fire Control Technician (Gun Fire Control)	FTG	6377	Great Lakes	201	0	201	---	--	---
Gunner's Mate Technician (ASROC)	GMT	6378	Great Lakes	34	0	34	---	--	---
Gunner's Mate (Guns)	GMG	6400	Great Lakes	429	0	429	---	--	---
Aviation Machinist's Mate (Jet Engine Mechanic)	ADJ	6501	Memphis	138	5	143	1179	42	1221
Aviation Machinist's Mate (Reciprocating Engine Mechanic)	ADR	6502	Memphis	143	3	146	---	--	---
Aviation Ordnance-man	AO	6506	Memphis	832	12	844	---	--	---
Aviation Boatswain's Mate (Fuels)	ABF	6512	Lakehurst	24	0	24	---	--	---
Aviation Boatswain's Mate (Launching and Recovery Equipment)	ABE	6513	Lakehurst	21	0	21	---	--	---
Aviation Electrician's Mate	AE	6515	Memphis	188	0	188	---	--	---
Aviation Structural Mechanic (Safety Equipment)	AME	6516	Memphis	325	4	329	---	--	---
Aviation Structural Mechanic (Hydraulics)	AMH	6517	Memphis	594	3	597	---	--	---
Aviation Structural Mechanic (Structures)	AMS	6518	Memphis	906	6	912	---	--	---
Aviation Boatswain's Mate (Aircraft Handling)	ABH	6527	Lakehurst	32	0	32	---	--	---
Aviation Maintenance Administrationman	AZ	6528	Meridian	98	0	98	---	--	---
Aviation Support Equipment Technician (Electrical)	ASE	6530	Memphis	86	0	86	---	--	---
Aviation Anti-submarine Warfare Operator	AW	6537	Memphis	311	43	354	323	42	365
Courses with a Days in Training Criterion									
Communications Technician (Interpretive Branch)	CTA	6020	Corry Station	119	0	119	114	14	128
Instrumentman	IM	6046	Great Lakes	41	0	41	---	--	---
Communications Technician (Communications Branch)	CTO	6053	Corry Station	189	0	189	182	15	197
Yeoman	YN	6057	Meridian	170	0	170	164	35	199
Personnelman	PN	6102	Meridian	120	0	120	115	9	124
Hull Maintenance Technician	HT	6119	San Francisco	154	0	154	---	--	---
	HT	6120	Philadelphia	283	0	283	---	--	---

Table 2 (Continued)

School/ Course Rating	Rating Code	Course Code	Location	N included in Correlational Analyses			N included in Expectancy Analyses		
				Grad	Acad. Drop	Total	Grad	Acad. Drop	Total
Courses with a Days in Training Criterion (Continued)									
Radioman Communications Technician (Maintenance Branch)	RM	6199	San Diego	2153	0	2153	2093	189	2284
	CTM	6161	Corry Station	57	0	57	---	--	---
BE/E for Aviation Electronics Technician	AT	6230	Memphis	993	0	993	---	--	---
BE/E for Aviation Fire Control Tech- nician	AQ	6231	Memphis	234	0	234	---	--	---
BE/E for Aviation Anti- submarine War- fare Technician	AX	6232	Memphis	202	0	202	---	--	---
BE/E for Trademan	TD	6233	Memphis	156	0	156	---	--	---
BE/E for Aviation Elec- trician's Mate	AE	6235	Memphis	741	0	741	718	40	758
BE/E for Aviation Sup- port Equipment Technician (Electrical)	ASE	6237	Memphis	47	0	47	47	5	52
AVA for Aviation Electronics Technician	AT	6239	Memphis	961	0	961	911	72	983
AVA for Aviation Fire Control Technician	AQ	6240	Memphis	229	0	229	234	17	234
AVA for Aviation Antisubmarine Warfare Tech- nician	AX	6241	Memphis	210	0	210	---	--	--
AVA for Trademan	TD	6242	Memphis	155	0	155	---	--	---
Boiler Technician	BT	6260	Great Lakes	1590	0	1590	1550	197	1747
Engineman	EN	6261	Great Lakes	814	0	814	783	20	803
Machinist's Mate	MM	6262	Great Lakes	2932	0	2932	2836	100	2936
BE/E for Data Systems Tech- nician	DS	6269	San Diego	137	0	137	---	--	---
BE/E for Con- struction Electrician	CE	6270	San Diego	20	0	20	20	10	30
BE/E for Electronics Technician (Communications)	ETN	6271	San Diego	157	0	157	152	10	162
BE/E for Electronics Technician (Radar)	ETR	6272	San Diego	175	0	175	---	--	---
BE/E for Elec- trician's Mate	EM	6273	San Diego	371	0	371	367	40	407
BE/E for Interior Communications Electrician	IC	6274	San Diego	422	0	422	413	128	541
BE/E for Elec- tronics Warfare Technician	EW	6275	San Diego	61	0	61	58	16	74
BE/E for Sonar Technician (Surface)	STG	6276	San Diego	80	0	80	---	--	---
BE/E for Sonar Technician (Subsurface)	STS	6277	San Diego	66	0	66	---	--	---
Electronics War- fare Technician	EW	6299	Corry Station	20	0	20	---	--	---
Communications Technician (Collection Branch)	CTR	6301	Corry Station	205	0	205	---	--	---

Table 2 (Continued)

School/ Course Rating	Rating Code	Course Code	Location	N included in Correlational Analyses			N included in Expectancy Analyses		
				Grad	Acad. Drop	Total	Grad	Acad. Drop	Total
Courses with a Days in Training Criterion (Continued)									
Communications Technician (Technical Branch)	CTT	6302	Corry Station	224	0	224	211	39	250
BE/E for Fire Control Technician (Gun Fire Control and Surface Missile Fire Control)	FTG/FTM	6310/11	Orlando	54	0	54	---	--	---
BE/E for Torpedo- man's Mate	TM	6318	Orlando	41	0	41	---	--	---
Communications Technician (Technical Branch)	CTT	6320	Corry Station	95	0	95	---	--	---
Hull Maintenance Technician	HT	6339	Philadelphia	156	0	156	---	--	---
Radioman	RM	6352	San Diego	105	0	105	---	--	---
BE/E for Fire Control Technician (Surface Missile Fire Control)	FTM	6358	San Diego	119	0	119	114	27	141
BE/E for Fire Control Technician (Gun Fire Control)	FTG	6359	San Diego	107	0	107	105	15	120
BE/E for Electronics Technician/Communications Technician (Maintenance Branch)	ET-CTM	6360	San Diego	31	0	31	---	--	---
BE/E for Gunner's Mate (Guns)	GMG	6362	San Diego	101	0	101	100	68	168
BE/E for Gunner's Mate (Missiles)	GMM	6363	San Diego	58	0	58	57	32	89
Radioman	RM	6380	San Diego	219	0	219	---	--	--
Radioman	RM	6381	San Diego	217	0	217	---	--	---
Aircrew Survival Equipmentman	PR	6519	Lakehurst	72	0	72	---	--	---
Tradesman	TD	6521	Memphis	137	0	137	---	--	---
Aviation Store-keeper	AK	6522	Meridian	73	0	73	---	--	--
Photographer's Mate	PH	6523	Corry Station	46	0	46	---	--	---

RESULTS AND DISCUSSION

Correlational Analyses

Two schools with a final school grades (FSG) criterion, Nos. 6002 and 6103 (see Table 2), were not included in the correlational analyses because criterion data were not available for sufficient numbers of students.

Table 3, which provides the distribution of validities of current selector composites, both uncorrected and corrected for restriction in range, shows that the FSG criterion is clearly more predictable than the time in training (DAYS) criterion. The median uncorrected and corrected validities of current selector composites for schools with an FSG criterion are .43 and .73 respectively, which are similar to those reported in the previous report--.46 and .64.⁵ For schools with a DAYS criterion, the median uncorrected and corrected validities are -.21 and -.36, which are higher than those reported previously. This is partly due to the large number of electronics schools (N = 22) in the present analysis, for the Electronics (EL) selector composite has the highest validity. A negative value is expected for the DAYS criterion since a shorter time is expected for high ability students.

Median validities of seven Navy ASVAB selector composites for schools in which they are used are presented in Table 4. As shown, the median uncorrected validities against the FSG criterion range from .39 to .54; and the median corrected validities, from .63 to .78. Apart from the AR+SI composite, which is used for one school only, the Electronics (EL) and General Technical (GT) composites have the greatest validities.

For schools with a DAYS criterion, the median uncorrected validities range from -.01 for the AR+MC composite, based on only one school, to -.38 for the EL composite. Corresponding median corrected validities range from -.02 to -.68. The median validities against the DAYS criterion for the GT composite, based on 13 schools, is disappointingly low.

Comparisons were made between the multiple correlations (Rs) using five Armed Services Vocational Aptitude Battery (ASVAB) tests and the uncorrected validities of the selector composites separately for schools with FSG and DAYS criteria. The median R for 42 of the 49 schools with an FSG criterion was .11 correlational points higher than was the median validity of the operational selector composites. The seven remaining schools were not included because of small Ns. The median R for 43 of the 50 schools that had a DAYS criterion was .18 correlational points higher than the median validity of the operational selector composites. Again, the seven remaining schools were not included because of small Ns.

Validities of selected alternative composites that were higher than the operational composite are included in the appendix, along with the operational composite validities to facilitate comparison. The validities of the AR+2MK+GS composite, used for some Basic Electricity and Electronics (BE/E) courses, are included whether or not they were as high as the operational composite validity. An examination of the appendix shows that, for many schools, there are several sets of tests (in some schools, there are many tests) that are as valid as or more valid than the operational composite. This means that there is not as much differential validity among ASVAB tests for predicting school performance as would be desired.

⁵See Footnote 2.

Table 3

Distributions of Validities of Selector Composites for School Samples

Selector Composite Validity	Frequency	
	Uncorrected r_u	Corrected for Restriction in Range r_c
Schools Using FSG Criterion (N = 49) ^a		
.86 or higher	--	2
.81 to .85	--	6
.76 to .80	--	11
.71 to .75	1	8
.66 to .70	--	7
.61 to .65	2	6
.56 to .60	2	3
.51 to .55	8	2
.46 to .50	9	2
.41 to .45	9	1
.36 to .40	6	1
.31 to .35	6	--
.26 to .30	5	--
.21 to .25	1	--
Median	.43	.73
Schools Using DAYS Criterion (N = 50)		
-.80 to -.84	--	6
-.75 to -.79	--	2
-.70 to -.74	--	3
-.65 to -.69	--	3
-.60 to -.64	--	1
-.55 to -.59	--	2
-.50 to -.54	2	2
-.45 to -.49	4	1
-.40 to -.44	3	1
-.35 to -.39	5	7
-.30 to -.34	4	1
-.25 to -.29	2	3
-.20 to -.24	7	3
-.15 to -.19	4	2
-.10 to -.14	4	--
-.05 to -.09	2	2
.00 to .04	4	2
.05 to .09	4	1
.10 to .14	1	3
.15 to .19	1	--
.20 to .24	2	--
.25 to .29	--	2
.30 to .34	--	1
.35 to .39	--	--
.40 to .44	1	1
.45 or Higher	--	1
Median	-.21	-.36

^aTwo of the courses with an FSG criterion--Numbers 6002 and 6103--were not included in the correlational analysis because FSG was not available for a sufficient number of students.

Table 4

Median Validities of ASVAB 6/7 Selector Composites for Schools Where Used

Composite	Description	FSG Criterion			DAYS Criterion		
		Median Validity	r_u	Number	Median Validity	r_u	Number
WK+AR	General Technical (GT) Composite	.47	.74	13	-.05	-.15	13
WK+MC+SI	Mechanical (MC) Composite	.39	.63	11	-.14	-.28	12
AR+MK+GS+EI	Electronics (EL) Composite	.47	.78	20	-.38	-.68	22
WK+AD+NO	Clerical (CL) Composite	----	----	0	-.13	-.24	2
WK+MC	AM Selector	.43	.69	3	---	---	---
AR+MC	TM Selector	----	----	0	-.01	-.02	1
AR+SI	QM Selector	.54	.73	1	---	---	---
WK+MC+MK+EI+GS	OT Selector	.42	.67	1	---	---	---
All Composites		.43	.73	49	-.21	-.36	50

Expectancy Analyses

As indicated previously, in 40 school-samples, there were enough students who were dropped for academic reasons to conduct an analysis using the graduate-drop criterion. Expectancy tables were constructed for these schools for (1) the current selector composite and (2) one or two alternative sets of tests where the correlational analysis indicated that use of such tests would improve prediction of school performance. In each table, data are presented for the current cutting score or the corresponding cutting score for an alternate composite, and for several cutting scores above and below the current one. The tables show what to expect, per 1000 recruits, in terms of the number who are qualified and the number of graduates and academic drops at the various cutting scores listed.

Proposed Changes in Selector Composites

From examining the results of the correlational analyses and the expectancy tables, 10 schools were identified in which changes in selector composites appear to be warranted.⁶ Six of these schools use an FSG criterion; and four, a DAYS criterion. These schools are listed in Table 5, along with validities of the current and proposed selector composites.

The increases in uncorrected validity using the proposed composites ranged from .05 to .23, with a median increase of .07. The corresponding increases in corrected validities were smaller, ranging from .01 to .16, with a median increase of .04. Expectancy tables supported the use of the proposed composite in each case. In some schools, using the proposed composite would result in a lower academic drop rate than available with the current composite but with the same proportion of qualified recruits. In other schools, using the proposed composite would result in a lower academic drop rate and a larger number of qualified recruits than available with the present composite.

⁶The validities of all predictor variables for each school, the multiple correlations of the most valid set of 5 ASVAB tests and of all 12 ASVAB tests, and the expectancy tables for each school are available upon request from the Navy Personnel Research and Development Center, Code 310.

Table 5

Schools for Which Changes in Selector Composites are Proposed

School Code	Rating Abbr.	N	Current Selector Composite	Validity of Current Composite r_u	r_c	Proposed Selector Composite	Validity of Proposed Composite r_u	r_c
Schools with an FSG Criterion								
6084	HM	1183	WK+AR	55	79	WK+MK+GS	61	81
6085	HM	1049	WK+AR	47	74	WK+MK+GS	53	76
6278	AC	280	WK+AR	35	67	AR+2MK+GS	42	69
6537	AW	354	WK+AR	49	80	AR+2MK+GS	54	81
6001	QM	264	AR+SI	54	73	WK+AR	65	78
6341	OT	151	WK+MC+MK+EI+GS	42	67	AR+MK+GS+EI	49	71
Schools with a DAYS Criterion								
6260	BT	1590	WK+MC+SI	-10	-20	MK+AI	-16	-24
6274	BE/E IC	422	WK+MC+SI	-20	-36	AR+2MK+GS	-30	-41
6362	BE/E GMM	101	WK+MC+SI	-20	-37	AR+MK+GS+EI	-31	-43
6363	BE/E GMM	58	WK+MC+SI	-02	-05	AR+MK+GS+EI	-25	-21

Note. The proposed composite changes have been made or are scheduled to be made.

CONCLUSIONS

1. Final school grade (FSG) is a more predictable criterion than is the time in training (DAYS).
2. Armed Services Vocational Aptitude Battery (ASVAB) selector composite validities against an FSG criterion are very similar to those previously reported, and are in the range of acceptable validity.
3. ASVAB selector composite validities against a DAYS criterion are higher than those previously reported. For many schools, however, they are much lower than desired.
4. The Electronics (EL) composite is the most valid composite in schools using a DAYS criterion.
5. The large number of 2, 3, and 4-test sets of ASVAB composites that yield similar validities suggests a lack of differential validity among the ASVAB tests.

RECOMMENDATIONS

1. The proposed composites presented in Table 5 should be implemented to reduce academic attrition in Navy enlisted training schools.
2. Special studies should be conducted (to investigate alternate criteria) for those schools with a DAYS criterion.

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APPENDIX

**VALIDITIES OF CURRENT ASVAB SELECTOR COMPOSITES AND MOST VALID
ALTERNATE COMPOSITES**

Table A-1

Validities of Current ASVAB Selector Composites and Most Valid
Alternate Composites--Schools with a ESG Criterion

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity										
				Grad	Drop	Total	r _u	r _c		r _u	r _c									
WK+AR																				
Signalman	SM	6005	Orlando	265	4	269	27	51	WK+MK	30	52									
									AR+2MK+GS	30	52									
									AR+MK+GS	29	52									
									WK+SP+MK	28	51									
									WK+MK+GS	27	50									
	MK+GS	27	50																	
	SM	6006	SDiego	49	11	60	31	54	AR+SP	41	59									
									AR+SP+GS	39	58									
									AR+MK+GS	35	56									
									AR+MK	34	56									
									AR+SP+MC	33	54									
									SP+MK	33	51									
									AR+2MK+GS	32	54									
									AR+SP+EI	32	54									
									AR+MC	31	54									
Hospitalman	HM	6084	GLakes	1104	79	1183	55	79	WK+MK+GS	61	81									
									WK+MK	60	81									
									WK+AR+GS	58	80									
									AR+2MK+GS	57	79									
									AR+MK+GS	57	79									
									AR+MK+GS+EI	56	79									
									MK+GS	57	78									
									HM	6085	SDiego	997	52	1049	47	74	WK+MK+GS	53	76	
	AR+MK+GS	51	75																	
	AR+2MK+GS	51	75																	
	WK+AR+GS	50	75																	
	AR+MK+GS+EI	49	74																	
	Mess Management Specialist	MS	6125	SDiego	698	0	698	26									48	AR+MK+GS	28	49
																		NO+WK	28	48
									AR+2MK+GS	27	48									
MK+GS									27	48										
WK+AR+GS									27	48										
WK+MK+GS									27	48										
NO+MK									27	46										
WK+MK									26	48										
NO+AR									26	47										
AR+MK+GS+EI									26	48										
Operations Specialist	OS	6142	GLakes	967	1	968	35	66	MK+MC	47	69									
									AR+MC	45	70									
									MK+MC+S1	45	68									
									WK+AR+MC	44	70									
									AR+2MK+GS	44	69									
									AR+MK+GS	44	69									
									AR+MK	44	69									
									GI+AR+MK+EI	44	69									
									MK+MC+AI	43	67									
									MK+EI+MC	43	67									
Data Processing Technician	DP	6167	SDiego	121	0	121	48	77	WK+MK+GS	59	81									
									AR+MK+GS	57	80									
									MK+GS	57	80									
									AR+2MK+GS	56	80									
									AR+MK+GS+EI	56	79									
									WK+AR+MC	55	80									
									WK+AR+GS	55	80									
									WK+MK	53	79									
									WK+MC	50	77									
									Air Controlman	AC	6278	Memphis	215	65	280	35	67	AR+MK+GS+EI	43	70
AR+MK+GS	42	69																		
AR+2MK+GS	42	69																		
GI+AR+MK+EI	42	69																		
AR+GS+AI	40	68																		
AR+MC+AI+GS	39	67																		
Aviation Boatswain's Mate (Fuels)	ABF	6512	Lakehurst	24	0	24	75	91										AR+SP+GS	81	93
																		AR+AI	79	92
									GI+AI	79	91									
									AR+SP+MC	77	91									
									AR+SP	76	91									
									WK+AR+S1	75	91									
									AP+MC+AI	75	90									

Table A-1 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity										
				Grad	Drop	Total	r _u	r _c		r _u	r _c									
WK+AR (Continued)																				
Aviation Boatswain's Mate (Launching and Recovery Equipment)	ABE	6513	Lakehurst	21	0	21	63	78	GI+AR+MK+EI	73	83									
									AR+MK+EI+GS	70	82									
									AR+EI+GS	68	80									
									NO+WK	67	80									
									MK+EI+GS	67	78									
Aviation Boatswain's Mate (Aircraft Handling)	ABH	6527	Lakehurst	32	0	32	62	85	WK+AR+MC	61	85									
Aviation Maintenance Administrationman	AZ	6528	Meridian	98	0	98	43	71	SP+MK+EI	61	78									
									MK+EI	59	78									
									MK+EI+MC	58	77									
									AR+SP+EI	57	77									
									SP+MK+MC	57	76									
									AR+MK+GS+EI	55	76									
									WK+AR+SP+MC	55	76									
									GI+AR+MK+EI	55	76									
Aviation Anti- submarine Warfare Operator	AW	6537	Memphis	311	43	354	49	80	AR+MK+GS	55	82									
									GI+AR+MK+EI	55	82									
									AR+MK+GS+EI	55	81									
									AR+2MK+GS	54	81									
									WK+MK+GS	52	80									
									WK+AR+GS	52	81									
									AR+EI+GS	51	80									
									WK+AR+MC	50	80									
									WK+MC+SI											
									Gunner's Mate (Technician)	GMT	6025	SDiego	68	14	82	21	39	AR+MK+GS	44	53
AR+2MK+GS	44	53																		
AR+MK+GS+EI	43	52																		
AR+MK	43	52																		
GI+AR+MK+EI	42	51																		
WK+AR+NO+AD	41	51																		
MK+AI	41	51																		
MK+GS	39	50																		
MK+MC+AI	39	49																		
NO+AR	39	49																		
Opticalman	OM	6047	GLakes	16	6	22	38	64	NO+MK	66	77									
									NO+WK	63	76									
									NO+AR	63	74									
									NO+AD+SP	62	73									
									NO+AD+MK	60	71									
Machinery Repairman	MR	6068	SDiego	180	0	180	26	47	SP+MK+EI	49	60									
									SP+MK+MC	45	58									
									SP+MK	44	57									
									AR+SP+EI	44	57									
									AR+MK+GS+EI	43	57									
									GI+AR+MK+EI	43	57									
									AR+EI+MC	43	56									
									AD+AR+SP+SI	42	56									
									AR+MK	41	55									
									AR+2MK+GS	41	55									
Electrician's Mate	EM	6070	GLakes	656	0	656	59	79	WK+MC+MK+EI+											
									GS	68	83									
									AR+MK+GS+EI	67	82									
									GI+AR+MK+EI	66	82									
									AR+MK+GS	65	81									
									AR+EI+GS	64	81									
									WK+MK+GS	64	81									
									WK+AR+MC	64	81									
									WK+AR+GS	64	81									
									AR+MC+AI+GS	63	81									
AR+2MK+GS	63	80																		
Interior Communications Electrician	IC	6073	SDiego	392	0	392	38	61	AR+2MK+GS	52	68									
									AR+MK+GS	51	67									
									AR+MK+GS+EI	50	67									
									WK+MK	50	67									
									WK+SP+MK	50	67									
									WK+MK+GS	49	67									
									GI+AR+MK+EI	49	66									

Table A-1 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
WK+MC+SI (Continued)											
Aviation Support Equipment Technician (Hydraulics and Structures)	ASH	6182	Memphis	87	0	87	41	63	AR+2MK+GS	56	69
									AR+MK+GS	55	69
									WK+SP+MK	54	69
									WK+MK	53	69
									AR+MK	53	69
									AR+MK+GS+EI	53	69
									WK+MK+GS	52	69
SP+MK+EI	50	65									
Aviation Support Equipment Technician (Mechanical)	ASM	6183	Memphis	62	0	62	53	79	AR+MC+SI	55	80
									AR+MC+AI+GS	55	79
									AR+SI	53	79
									AR+GS+AI	52	77
									AR+MC+AI	50	77
									SI+AI	50	75
Gunner's Mate (Technician) (ASROC)	GMT	6378	GLakes	34	0	34	27	45	AR+SP+GS	50	60
									AD+AR+SP+SI	48	58
									MK+GS	46	57
									SP+MK	46	56
									AR+2MK+GS	45	56
									AR+MK+GS	43	55
									MK+EI+GS	42	54
									WK+MK+GS	40	53
									AR+MK+GS+EI	40	52
									Aviation Support Equipment Technician (Electrical)	ASE	6530
AR+SP+MC	55	72									
AR+MC	55	72									
WK+AR+SP+MC	55	72									
WK+AR+MC	53	71									
AR+MC+SI	52	71									
AR+MC+AI	51	70									
MK+MC+SI	50	70									
MK+MC+AI	50	70									
AR+MK+EI+GS											
Fire Control Technician (Surface Missile Fire Control)	FTM	6027	GLakes	286	0	286	43	78	WK+SP+MK	45	78
									MK+EI+GS	43	78
									MK+MC+AI	43	77
									MK+EI+MC	42	78
									MK+EI	41	77
									MK+AI	41	76
									SP+MK	41	76
									SP+MK+MC	41	76
									MK+EI+SI+AI	41	76
									AR+2MK+GS	38	76
									SP+MK+EI	54	86
									AR+2MK+GS	52	86
Gunner's Mate (Missiles)	FTM	6108	GLakes	82	0	82	53	86	AR+MK+GS	52	86
									AR+SP+EI	52	85
									SP+MK	51	84
									GS+AR+MK+EI	46	67
									AR+GS+AI	44	66
Electronics Technician (Radar)	ETR	6135	GLakes	281	0	281	28	60	AR+EI+GS	43	66
									AR+MC+AI+GS	43	66
									WK+AR+GS	42	65
									AR+2MK+GS	39	62
									AR+MC+SI	35	63
									AR+EI+MC	35	63
									MK+MC+SI	35	63
									WK+AR+SP+MC	35	63
									AR+MC	34	62
MK+MC+AI	34	62									
AR+MC+AI	34	62									
AR+SP+MC	33	62									
AR+2MK+GS	20	57									
Electronic Technician (Communications)	ETN	6137	GLakes	368	5	373	31	58	WK+AR+SP+MC	42	63
									GI+AR+MK+EI	39	61
									WK+AR+MC	38	61
									MK+MC	38	61
									AR+SP+MC	37	60
									SP+MK+MC	37	60
									MK+EI+MC	37	60
									AR+MC	36	60
									WK+SP+MK	36	60
									MK+MC+SI	36	60
									AR+MC	36	60
									SP+MC	36	58
									AR+2MK+GS	29	57

Table A-1 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
AR+MK+EI+GS (Continued)											
Polaris Electronics	PE	6146	Dam Neck	583	2	585	48	84	NONE MORE VALID AR+2MK+GS	46	83
AFTA for Aviation Electronics Technician	AT	6244	Memphis	154	17	171	49	78	AR+2MK+GS AR+MK MK+MC AR+MK+GS MK+GS SP+MK+MC	58 56 54 54 51 51	81 80 79 79 78 76
AFTA for Aviation Fire Control Technician	AQ	6245	Memphis	27	2	29	41	74	GI+AR+MK+EI WK+AR+GS WK+AR+MC WK+GI+GS AR+MK+GS AR+SP+GS AR+MC AR+MK AR+2MK+GS	54 52 51 50 48 48 46 46 45	78 78 77 76 76 76 75 76 75
AFTA for Aviation Antisubmarine Warfare Technician	AX	6246	Memphis	40	4	44	50	79	AR+MK AR+2MK+GS SP+MK+EI GI+AR+MK+EI AR+MK+GS NO+MK	64 58 55 55 54 50	83 82 81 81 81 71
Electronics Technician (Communications)	ETN	6263	GLakes	913	63	976	53	82	NONE MORE VALID AR+2MK+GS	45	79
Communications Technician (Maintenance Branch)	CTM	6264	GLakes	128	16	142	54	83	WK+MC+MK+EI+ GS SP+MK+EI AR+EI+MC+SI AR+2MK+GS	59 54 54 37	84 82 82 77
Electronics Technician (Radar)	ETR	6265	GLakes	903	62	965	49	80	MK+EI+MC MK+EI+GS AR+EI+GS AR+2MK+GS	51 50 47 39	81 80 80 77
Electronics Technician (Communications)	ETN	6266	GLakes	437	16	453	42	69	WK+AR+SP+MC MK+MC WK+SP+MK MK+EI+MC GI+AR+MK+EI WK+AR+MC SP+MK+MC AR+2MK+GS	47 45 45 44 44 43 42 39	71 70 70 70 70 69 68 68
Communications Technician (Maintenance Branch)	CTM	6267	GLakes	90	5	95	34	67	SP+MK WK+SP+MK WK+SP AR+SP SP+MK+MC AR+SP+GS AR+2MK+GS	59 57 54 54 54 51 33	77 76 75 75 75 73 67
Electronics Technician (Radar)	ETR	6268	GLakes	392	10	402	37	73	MK+EI+MC MK+MC SP+MK+MC MK+MC+AI WK+AR+SP+MC AR+EI+MC AR+2MK+GS	41 40 40 40 39 38 32	74 74 73 73 73 73 71
A2 for Fire Control Technician (Gun Fire Control)	FTG	6376	GLakes	92	0	92	53	84	WK+MK WK+SP+MK MK+EI MK+AI WK+MK+GS MK+EI+GS AR+2MK+GS	57 56 53 53 53 53 51	85 85 84 84 84 84 84

Table A-1 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
AR+MK+EI+GS (Continued)											
Al for Fire Control Technician (Gun Fire Control)	FTG	6377	GLakes	201	0	201	46	79	MK+EI+MC	48	79
									MK+EI+GS	46	79
									AR+EI+MC	45	78
									AR+EI+GS	43	78
									AR+EI+MC+SI	43	78
									SP+MK+EI	43	77
									AR+2MK+GS	34	75
Gunner's Mate (Guns)	GMC	6400	GLakes	429	0	429	51	66	WK+SP+MK	50	66
									WK+AR+SP+MC	50	66
									GI+AR+MK+EI	50	65
									WK+MK+GS	49	65
									WK+MK	48	64
									MK+EI+GS	48	64
									AR+MK+GS	48	63
AR+2MK+GS	47	62									
Aviation Machinist's Mate (Jet Engine Mechanic)	ADJ	6501	Memphis	138	5	143	60	81	AR+EI+GS	60	81
									AR+SP+GS	59	81
									WK+SP+MK	59	80
									WK+AR+SP+MC	58	80
									WK+AR+GS	58	80
									MK+EI+GS	56	80
									AR+SP+EI	56	79
									WK+AR+MC	56	79
									WK+MK+GS	56	79
									AR+2MK+GS	51	78
Aviation Machinist's Mate (Reciprocating Engine Mechanic)	ADR	6502	Memphis	143	3	146	51	75	MK+MC+AI	62	80
									AR+MC+AI	60	79
									AR+MC+AI+GS	60	79
									MK+AI	58	78
									MK+EI+SI+AI	57	77
									WK+MC+SI	56	76
									AR+EI+MC+SI	56	77
									AR+EI+MC	56	77
									AR+GS+AI	56	77
									MK+EI+MC	56	77
									MK+MC+SI	56	77
									AR+2MK+GS	42	71
									WK+AR+SP+MC	41	74
									WK+AR+MC	40	74
Aviation Ordnanceman	AO	6506	Memphis	832	12	844	39	73	GI+AR+MK+EI	39	74
									WK+SP+MK	39	73
									AR+MC+AI+GS	39	73
									AR+MK+GS	38	73
									WK+AP+SI	38	73
									AR+SP+GS	38	73
									AR+SP+MC	38	72
									AR+GS+AI	37	73
									WK+AR+GS	37	73
									AR+EI+MC+SI	37	73
									AR+2MK+GS	35	72
									AD+WK+AR	36	62
									AR+EI+GS	34	63
									WK+AR+GS	32	62
Aviation Electrician's Mate	AE	6515	Memphis	188	0	188	34	63	AR+SP+GS	32	62
									WK+AR	32	62
									WK+AR+NO+AD	34	60
									AR+2MK+GS	27	60

Table A-1 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
AR+SI											
Quartermaster	QM	6001	Orlando	218	46	264	54	73	AR+2MK+GS	66	79
									AR+MK+GS	66	79
									WK+AR	65	78
									AR+MK	65	78
									WK+AR+GS	63	77
									GI+AR+MK+EI	63	77
									WK+AR+SI	62	77
									AR+MK+GS+EI	62	77
									WK+MK+GS	62	76
									WK+MK	62	75
WK+AR+MC	61	76									
WK+GS	61	75									
WK+MC+MK+EI+GS											
Ocean Systems Technician	OT	6341	Norfolk	125	26	151	42	67	AR+MK+GS	49	71
									AR+MK+GS+EI	49	71
									AR+2MK+GS	48	70
									WK+AR+GS	46	69
									AR+EI+GS	45	69
									WK+AR	44	67
									WK+MK+GS	43	68
									WK+AR+SI	43	68
WK+AR+MC	43	68									
GI+AR+MK+EI	43	68									

Table A-1 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
AR+SI											
Quartermaster	QM	6001	Orlando	218	46	264	54	73	AR+2MK+GS	66	79
									AR+MK+GS	66	79
									WK+AR	65	78
									AR+MK	65	78
									WK+AR+GS	63	77
									GI+AR+MK+EI	63	77
									WK+AR+SI	62	77
									AR+MK+GS+EI	62	77
									WK+MK+GS	62	76
									WK+MK	62	75
WK+AR+MC	61	76									
WK+GS	61	75									
WK+MC+MK+EI+GS											
Ocean Systems Technician	OT	6341	Norfolk	125	26	151	42	67	AR+MK+GS	49	71
									AR+MK+GS+EI	49	71
									AR+2MK+GS	48	70
									WK+AR+GS	46	69
									AR+EI+GS	45	69
									WK+AR	44	67
									WK+MK+GS	43	68
									WK+AR+SI	43	68
									WK+AR+MC	43	68
GI+AR+MK+EI	43	68									

Table A-2

Validities of Current ASVAB Selector Composites and Most Valid
Alternate Composites--Schools with a Days Criterion

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
WK+AR											
Communications Technician (Communications Branch)	CTO	6053	Corry Station	189	0	189	-03	-07	WK+AD+NO NO+AD WK+AR+NO+AD AD+WK+AR AD+MK NO+AD+MK NO+WK AD+AR NO+AD+AR	-09 -08 -07 -07 -07 -06 -06 -06	-11 -10 -09 -09 -09 -09 -09 -09
Personnelman	PN	6102	Meridian	120	0	120	-14	-27	WK+AD+NO NO+WK NO+AD+SP WK+AR+NO+AD AD+WK NO+AD AD+SP	-28 -28 -27 -25 -25 -25 -24	-36 -35 -34 -33 -33 -33 -31
Radioman	RM	6144	SDiego	2153	0	2153	-09	-17	NO+AD+SP NO+AD+MK WK+AD+NO WK+AR+NO+AD NO+SP NO+AD+AR NO+WK+AR NO+WK	-18 -16 -15 -15 -15 -15 -13 -13	-23 -21 -21 -21 -21 -21 -19 -20
BE/E for Electronics Warfare Technician	EW	6275	SDiego	61	0	61	-21	-39	SP+MK+EI MK+EI+MC AR+EI+MC AR+SP+EI SP+MK+MC MK+EI AR+MK MK+MC AR+EI+MC+SI GI+AR+MK+EI MK+MC+SI AR+MK+EI+GS AR+2MK+GS	-33 -33 -32 -32 -31 -31 -30 -30 -30 -30 -30 -28 -27	-45 -46 -45 -45 -44 -44 -44 -44 -44 -44 -43 -43 -42
Electronics Warfare Technician	EW	6299	Corry Station	20	0	20	10	23	MC+SI+AI	-29	-29
Communications Technician (Collection Branch)	CTR	6301	Corry Station	205	0	205	-08	-15	NO+WK NO+SP SP+EI WK+SP AR+EI+MC AR+EI+GS AR+MC+AI	-13 -12 -11 -10 -10 -10 -10	-18 -17 -17 -16 -16 -16 -16
Communications Technician (Technical Branch)	CTT	6302	Corry Station	224	0	224	-03	-06	WK+MC+SI SI+AI MC+SI+AI WK+SP WK+AR+SI AD+AR+SP+SI	-13 -11 -10 -10 -10 -10	-13 -12 -11 -10 -10 -11
	CTT	6320	Corry Station	95	0	95	-21	-35	WK+AR+SP+MC NO+SP NO+WK AR+SP+EI WK+SP+MK AR+MC+AI AR+AI AR+SP+MC NO+AR WK+SP WK+AR+MC AR+EI+MC AR+GS+AI	-28 -28 -27 -24 -23 -23 -23 -23 -23 -22 -22 -22 -22	-39 -38 -39 -36 -36 -36 -35 -35 -35 -35 -36 -35 -35 -35

Table A-2 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
WK+AR (Continued)											
Radioman	RM	6352	SDiego	105	0	105	-11	-27	AR+2MK+GS	-43	-45
									AR+MK	-42	-43
									MK+MC	-39	-45
									NO+MK	-38	-44
									GI+AR+MK+EI	-37	-41
									AR+MK+GS	-37	-44
									AR+MK+GS+EI	-31	-38
									AD+MK	-31	-33
									MK+EI+MC	-30	-38
Radioman	RM	6380	SDiego	219	0	219	20	37	NONE MORE VALID		
	RM	6381	SDiego	217	0	217	02	04	NONE MORE VALID		
Aviation Storekeeper	AK	6522	Meridian	73	0	73	-36	-66	NO+AR	-52	-73
									NO+AD+AR	-50	-70
									WK+AR+NO+AD	-50	-72
									NO+MK	-49	-69
									NO+AD+MK	-48	-68
									AD+NO+WK	-45	-68
									SP+MK+EI	-45	-69
									AD+WK+AR	-42	-68
Photographer's Mate	PH	6523	Corry Station	46	0	46	11	21	NO+AD+SP	-19	-13
									AD+AR+SP+SI	-18	-09
									NO+SP	-15	-06
WK+MC+SI											
Instrumentman	IM	6046	GLakes	41	0	41	17	26	NO+AD	-14	-15
Hull Maintenance Technician	HT	6119	SFrancisco	154	0	154	-18	-37	AR+SP+GS	-32	-45
									SP+MK+EI	-31	-44
									WK+SP+MK	-30	-44
									AR+SP+EI	-30	-44
									WK+AR+SP+MC	-30	-43
									SP+MK+MC	-29	-43
									AR+SP+MC	-28	-42
									SP+MK	-28	-42
									SP+EI	-26	-41
									AR+MK+GS+EI	-24	-40
	HT	6120	Phil	283	0	283	05	10	NONE MORE VALID		
BE/E for Aviation Support Equipment Technician (Electrical)	ASE	6237	Memphis	47	0	47	-40	-63	AD+AR+SP+SI	-57	-72
									WK+AR+SP+MC	-56	-71
									AR+SP+MC	-56	-71
									SP+MK+MC	-53	-70
									AR+SP+EI	-52	-69
									MK+MC+SI	-52	-69
									SP+MK+EI	-51	-68
									AR+MC+SI	-48	-67
									AR+SP	-48	-66
									AR+MK	-48	-64
									AR+MC	-47	-66
									AR+2MK+GS	-42	-61
Boiler Technician	BT	6260	GLakes	1590	0	1590	-10	-20	GI+AR+MK+EI	-18	-25
									SP+MK+EI	-18	-25
									MK+MC+AI	-17	-24
									MK+EI+MC	-17	-24
									AR+MK+GS+EI	-17	-24
									AR+2MK+GS	-16	-24
									AR+SP+EI	-16	-24
Engineman	EN	6261	GLakes	814	0	814	-19	-35	AR+GS+AI	-26	-39
									AR+MK+GS+EI	-25	-38
									AR+MC+AI+GS	-25	-38
									AR+AI	-24	-37
									MK+AI	-24	-37
									AR+EI+GS	-24	-37
									WK+AR+GS	-23	-37
									AR+MC+AI	-23	-37
									MK+MC+AI	-23	-37
									MK+EI+SI+AI	-23	-37
									AD+AR+SP+SI	-23	-37
									AR+SP+GS	-23	-36
									MK+EI+GS	-23	-36
									AR+MK+GS	-23	-36
									AR+2MK+GS	-23	-36
									GI+AR+MK+EI	-23	-36

Table A-2 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
WK+MC+SI (Continued)											
Machinist's Mate	MM	6262	GLakes	2932	0	2932	-34	-52	AR+MK+GS+EI	-42	-57
									GI+AR+MK+EI	-42	-57
									WK+AR	-41	-56
									WK+AR+SP+MC	-41	-56
									WK+AR+MC	-41	-56
									WK+AR+GS	-41	-56
									AR+EI+GS	-41	-56
									AR+MK+GS	-41	-56
									AR+2MK+GS	-40	-55
									AR+SP+GS	-40	-55
									AR+EI+MC	-40	-55
									AR+SP+EI	-40	-55
AR+MK	-40	-54									
BE/E for Construction Electrician	CE	6270	SDiego	20	0	20	36	70	NONE MORE VALID		
BE/E for Electrician's Mate	EM	6273	SDiego	371	0	371	-23	-37	AR+EI+MC+SI	-26	-39
									AR+EI+MC	-26	-39
									AR+MC+SI	-25	-39
									AR+MC	-24	-38
									AR+SI	-24	-38
									AR+SP+EI	-24	-38
									AR+MC+AI+GS	-24	-38
									AR+EI+GS	-24	-38
									AR+MK+GS+EI	-23	-37
									WK+AR+MC	-23	-37
									AR+SP+MC	-23	-37
									AR+MC+AI	-23	-37
									MK+EI+MC	-23	-37
									AR+2MK+GS	-19	-35
BE/E for Interior Communications Electrician	IC	6274	SDiego	422	0	422	-20	-36	AR+SP+EI	-35	-45
									SP+MK+EI	-35	-45
									AR+SP+MC	-33	-43
									AR+SP+GS	-33	-43
									AR+EI+MC	-33	-43
									SP+MK+MC	-33	-43
									AR+MC	-32	-43
									WK+AR+SP+MC	-32	-43
									AR+SP	-32	-43
									SP+MK	-32	-43
									AR+MK	-31	-42
									MK+MC	-31	-42
									WK+SP+MC	-31	-42
									WK+EI+MC	-31	-42
									AR+MK+EI+GS	-31	-42
									AR+2MK+GS	-30	-41
									AR+MK+GS	-30	-41
									GI+AR+MK+EI	-30	-41
Hull Maintenance Technician	HT	6339	Phil	156	0	156	04	08	NONE MORE VALID		
BE/E for Gunner's Mate (Guns)	GMC	6362	SDiego	101	0	101	-20	-37	AR+EI+MC	-34	-45
									MK+EI+MC	-34	-45
									MK+EI	-34	-44
									AR+MK+GS+EI	-31	-43
									MK+EI+GS	-30	-43
									AR+EI+GS	-29	-42
									SP+MK+EI	-29	-41
									GI+AR+MK+GS	-28	-40
									AR+2MK+GS	-23	-39
BE/E for Gunner's Mate (Missiles)	GMM	6363	SDiego	58	0	58	-02	-05	AD+AR	-41	-38
									NO+AD+AR	-40	-38
									AD+MK	-40	-38
									NO+AD+MK	-38	-37
									MK+MC	-37	-29
									NO+AD	-35	-35
									AR+2MK+GS	-29	-25
									AR+MK+GS+EI	-25	-21

Table A-2 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
WK+MC+SI (Continued)											
Aircrew Survival Equipmentman	PR	6519	Lakehurst	72	0	72	-01	-02	AR+2MK+GS NO+MK MK+GS MK+AI MK+EI+GS MK+MC+SI AR+MK+GS GI+AI AR+MK+GS+EI AR+GS+AI MK+MC+AI MK+EI+SI+AI	-19 -20 -22 -19 -19 -19 -18 -18 -18 -18 -18 -18	-15 -18 -18 -15 -14 -12 -15 -14 -13 -13 -12 -12
AR+MK+GS+EI											
Communications Technician (Maintenance Branch)	CTM	6161	Corry Station	57	0	57	03	07	AD+SP NO+AD+SP AD+WK SP+MC NO+AD+WK NO+AD WK+AR+MC AR+2MK+GS	-37 -37 -29 -27 -26 -22 -19 01	-21 -21 -20 -12 -18 -18 -22 06
BE/E for Aviation Electronics Technician	AT	6230	Memphis	993	0	993	-39	-74	MK+EI AR+2MK+GS GI+AR+MK+EI AR+MK AR+MK+GS MK+EI+MC MK+EI+GS	-40 -38 -37 -37 -36 -36 -35	-74 -74 -73 -73 -74 -73 -73
BE/E for Aviation Fire Control Technician	AQ	6231	Memphis	234	0	234	-46	-77	AR+MK+GS AR+EI+GS MK+EI+GS GI+AR+MK+EI MK+EI AR+2MK+GS	-42 -43 -41 -40 -39 -39	-76 -76 -75 -75 -75 -75
BE/E for Aviation Antisubmarine Warfare Technician	AX	6232	Memphis	202	0	202	-50	-82	MK+EI+MC MK+EI AR+EI+MC GI+AR+MK+EI AR+2MK+GS	-52 -51 -50 -47 -43	-83 -82 -82 -81 -80
BE/E for Trademan	TD	6233	Memphis	156	0	156	-46	-82	GI+AR+MK+EI MK+EI+MC	-45 -45	-82 -81
BE/E for Aviation Electrician's Mate	AE	6235	Memphis	741	0	741	-30	-59	AR+MK GI+AR+MK+EI MK+EI AR+2MK+GS NO+AR AR+MK+GS SP+MK+EI	-32 -31 -29 -29 -29 -28 -28	-59 -59 -58 -58 -55 -58 -57
AVA for Aviation Electronics Technician	AI	6239	Memphis	961	0	961	-24	-53	NO+MK MK+EI NO+AR AR+MK WK+AR+NO+AD MK+EI+MC AR+2MK+GS MK+MC NO+AD+MK	-31 -27 -27 -26 -26 -25 -25 -25 -27	-53 -54 -51 -53 -50 -53 -53 -52 -47
AVA for Aviation Fire Control Technician	AQ	6240	Memphis	229	0	229	-23	-47	AR+2MK+GS AR+MK+GS GI+AR+MK+EI AR+MK AR+MC NO+AR AR+SP WK+AR+SP+MC WK+AR+MC AR+SP+MC WK+AR+GS WK+AR	-26 -26 -26 -26 -25 -25 -24 -23 -23 -23 -22 -22	-49 -49 -49 -48 -48 -46 -46 -47 -47 -46 -47 -46

Table A-2 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
AR+MK+GS+EI (Continued)											
AVA for Aviation Antisubmarine Warfare Technician	AX	6241	Memphis	210	0	210	-33	-65	AD+AR+SP+SI WK+AR+NO+AD GI+AR+MK+EI AR+EI+GS AR+MK+GS AR+EI+MC+SI MK+EI+GS AR+2MK+GS	-35 -35 -33 -31 -30 -30 -29 -29	-62 -61 -65 -65 -64 -64 -64 -63
AVA for Tradesman	TD	6242	Memphis	155	0	155	-16	-30	MC+SI+AI MK+MC+AI AR+EI+MC+SI AR+MC+AI MK+MC+SI AR+MC+AI+GS MK+EI+SI+AI AR+MC+SI MK+EI+MC AR+EI+MC SI+AI MK+AI AR+2MK+GS	-25 -25 -24 -24 -24 -23 -23 -23 -23 -22 -22 -21 -09	-35 -35 -35 -35 -35 -34 -34 -34 -34 -34 -33 -33 -26
BE/E for Data Systems Technician	DS	6269	SDiego	137	0	137	-38	-67	MK+EI GI+AR+MK+EI MK+EI+MC SP+MK+EI MK+MC+AI AR+EI+MC MK+MC MK+AI SP+MK+MC MK+MC AR+2MK+GS	-44 -43 -42 -41 -39 -39 -38 -38 -38 -38 -32	-69 -69 -68 -68 -67 -67 -66 -66 -66 -66 -64
BE/E for Electronics Technician (Communications)	ETN	6271	SDiego	157	0	157	-39	-70	AR+MK+GS AR+EI+MC AR+2MK+GS	-37 -36 -35	-69 -69 -69
BE/E for Electronics Technician (Radar)	ETR	6272	SDiego	175	0	175	-46	-76	MK+EI+GS MK+EI GI+AR+MK+EI MK+GS AR+EI+GS MK+EI+GS AR+2MK+GS AR+MK+GS	-45 -44 -44 -43 -42 -42 -41 -41	-76 -76 -76 -75 -75 -75 -75 -75
BE/E for Sonar Technician (Surface)	STG	6276	SDiego	80	0	80	-47	-80	SP+MK+EI AR+SP+EI AR+SP SP+MK WK+AR+SP+MC MK+EI+MC SP+MK+MC MK+EI AR+SP+MC GI+AR+MK+EI AR+SP+GS AR+2MK+GS AR+MK+GS	-47 -47 -47 -47 -46 -45 -45 -45 -45 -44 -44 -43 -42	-80 -79 -78 -79 -79 -79 -79 -79 -78 -79 -79 -79 -79
BE/E for Sonar Technician (Subsurface)	STS	6277	SDiego	66	0	66	-38	-73	AR+MC+AI+GS AR+MK+GS AR+GS+AI AR+MC AR+2MK+GS	-37 -36 -36 -36 -35	-72 -72 -72 -71 -72
BE/E for Fire Control Technician (Gun Fire Control and Surface Missile Fire Control)	FTG/ FTM	6310/ 6311	Orlando	54	0	54	-25	-55	NO+AD+SP AD+SP NO+SP AD+MK NO+AD+MK WK+SP+MK AD+AR+SP+SI SP+MK AR+2MK+GS	-51 -50 -40 -39 -38 -38 -36 -35 -20	-60 -64 -58 -56 -50 -60 -59 -59 -53

Table A-2 (Continued)

School/ Course Rating	Rating Code	CDP Code	Location	N With Criterion			Selector Composite Validity		Alternate Composite	Validity	
				Grad	Drop	Total	r _u	r _c		r _u	r _c
AR+MK+GS+EI (Continued)											
BE/E for Fire Control Technician (Surface Missile Fire Control)	FTM	6358	SDiego	119	0	119	-44	-81	GI+AR+MK+EI AR+MK+GS AR+2MK+GS MK+EI+GS	-41 -39 -39 -39	-81 -80 -80 -80
BE/E for Fire Control Technician (Gun Fire Control)	FTG	6359	SDiego	107	0	107	-42	-80	AR+2MK+GS AR+MK+GS	-40 -40	-79 -79
BE/E for Electronics Technician/ Communications Technician (Maintenance Branch)	ET-CTM	6360	SDiego	31	0	31	-50	-80	WK+MK+GS WK+MK WK+MC+MK+ EI+GS WK+AR+GS WK+MC WK+AR+MC AR+MK+GS AR+2MK+GS	-62 -59 -58 -56 -54 -53 -52 -49	-84 -83 -83 -82 -79 -80 -81 -80
Trademan	TD	6521	Memphis	137	0	137	-22	-39	AD+WK AD+WK+AR WK+SP+MK WK+AR+NO+AD WK+AR+SP+MC NO+AD+WK SP+MK+EI MK+EI+MC WK+SP WK+MC WK+AR+MC SP+MK+MC AR+2MK+GS	-30 -29 -28 -28 -27 -27 -25 -25 -25 -24 -24 -18	-41 -43 -43 -42 -42 -39 -41 -41 -40 -40 -40 -37
WK+NO+AD											
Communications Technician (Interpretive Branch)	CTA	6020	Corry Station	119	0	119	-13	-25	AD+WK	-13	-25
Yeoman	YN	6057	Meridian	170	0	170	-13	-23	NO+SP NO+AD+SP NO+WK	-18 -16 -14	-25 -25 -23
AR+MC											
BE/E for Torpedoman's Mate	TM	6318	Orlando	41	0	41	-01	-02	AD+SP NO+AD+SP AD+AR+SP+SI AD+WK WK+SP WK+AD+NO WK+SP+MK AD+WK+AR WK+AR+NO+AD SP+EI SP+MK+EI AR+2MK+GS	-63 -55 -55 -53 -53 -49 -49 -48 -44 -41 -41 -11	-58 -50 -40 -48 -49 -42 -36 -35 -32 -34 -33 -08

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